

MINUTES

EXECUTIVE COUNCIL MEETING

THURSDAY, SEPTEMBER 21, 1989

LOCAL 12 - Plumbers Union Hall

1240 Mass. Avenue, Boston

PRESENT:

President Osborn, Secretary-Treasurer Haynes, Vice Presidents Abdow, Burke, Cardinal, Chirillo, Collins, Dimitropolis, DeRosa, Devlin, Donegan, Ferris, Joyce, Kerr, Leahy, LeBlanc, Mahar, Mills, Phinney, Simmons and Thomas.

ABSENT:

Executive Vice President Lydon, (ub); Executive Vice President Faherty, (ub); Executive Vice President Farmer, (ub); Vice Presidents Alman, Butler (military leave), Chigas, Ciejka, (ub); Conley, Dart, Foley, (ub); Irvin, (ub); McDevitt, (ub); Mullane, Rodrigues, (ub); Romano, (ub); Thompson, Walsh, (ub); Williams, (ub).

The Council meeting was opened with a prayer by Vice President Cardinal.

MMS to accept the Minutes of the August 17, 1989 Executive Council Meeting. So voted.

President Osborn announced the next Council meeting would be held the day prior to the opening of the Convention and urged participation and attendance at the meeting and participation at the Convention.

PRESIDENT'S REPORT:

The President reported on attending the graduation ceremony with Sec./Treas. Haynes of the Summer Institute and School which was conducted by Frank Lyons, of U-Mass. He noted that many of the Institute participants were not affiliated with the Mass. AFL-CIO and that he and the Sec./Treas. had dialogue with them relative to affiliation. President Osborn advised the Council had been requested to sponsor a North East Summer school and informed the Council he would be bringing this idea to the next meeting of the N.E. Council. Such a program would accommodate 125-150 delegates which would be an ideal setting to exchange information and have informative speakers addressing the school's participants.

President Osborn reported attending a Retiree outing of CWA at the invitation of V.P. Ferris and noted a large retiree turnout and great time for all that attended. (700+ were in attendance).

Also, on the same day, President Osborn attended a rally of the NYNEX strikers and Eastern Airlines Flight Attendants which ended with a march on the John Hancock Insurance Co. in Boston.

John Hancock Ins. Co. has large holdings in Eastern Airlines. He reported that he and Secretary-Treasurer Haynes and the marchers attempted to go inside to meet with officials of Hancock; were unsuccessful, but sent in a list of written demands.

The President reported on a meeting with Local 26, HERE, President Dominick Bozzotto and Local 26 Treasurer, Paul Lanni, regarding their proposed trip to Washington, D.C. on the Local's housing efforts. He advised he wrote a letter on behalf of Local 26 and made calls to assist Local 26's efforts nationally.

President Osborn advised attending a meeting with the Governor relative to the Proclamation designating Labor Week in Massachusetts.

A report on meetings with the officers of M.O.S.E.S., a non-affiliated state engineers union, was given by President Osborn, regarding state budget cuts and initiative petitions being filed by various groups. He noted MOSES dropped out from the Public Employee Coalition and that they as an organization would be filing their own initiative petition and that there were no hard feelings between MOSES and the Mass. AFL-CIO on this decision. He also noted it was his opinion that this group would have a very difficult time obtaining the necessary signatures and that such a signature drive is very hard to put together.

President Osborn urged all of the Vice President's to become involved, not only the Public Employees Unions, but the Building Trades and the Industrial Unions and that the Public Employee Unions were on the block and that the cuts being made in public service were not cutting meat but are cutting bone. He further reported on the budget cuts effecting the City of Springfield in Police, Fire and Municipal services. He spoke on the petition that will be filed by the P.E. Coalition and that it would make sure corporate America kicks in. He advised this petition gathering signatures would be available and everyone will be kept informed.

The Pres. reported on several interviews with the media; Diane Sterns, WHDH; NAGE television show; the Boston Globe; Neighborhood Network News.

President Osborn advised on meeting with Dir. of Field Services for AFT, Kim Moran, regarding the Chelsea vs. BU takeover situation. He reported the MFT was putting together a campaign to elect friendly pro-teacher people to the Chelsea School Committee. He noted the Council and MFT had fought the good fight but BU is in Chelsea. He further advised the Council would be working with V.P. Devlin on the Chelsea situation and so advised the AFT that the Council would be working through and with V.P. Devlin on this issue.

On the World of Difference Campaign, the President reported that Robin Leeds, has been retained by the Massachusetts AFL-CIO to conduct the project. He noted it was a very interesting and worthy project that will be targeting locals that want to become involved in identifying and stopping forms of prejudice. He noted the Mass. AFL-CIO is a leader in this field and urged locals to participate and that people would be available to conduct training sessions on this issue. He further noted the Council had put money into this campaign and has also sent out a request for solicitations to fund the program.

President Osborn reported attending a meeting with the Fall River Central Labor Council with Earle Bengtson, Labor Liaison regarding the possibility of filling a position of Liaison in the Fall River area. He noted talks were ongoing and that it looked hopeful even though there was much anti-union sentiment.

As a result of a request from the National AFL-CIO, President Osborn reported setting up meetings with Senator Kennedy and Senator Kerry with representatives of the Airline Pilots, Machinists and Flight Attendants from Eastern Airlines which resulted in Sen. Kennedy's bringing forward a formal resolution to bring a panel together over the Eastern situation. He further noted that when Pres. Kirkland called upon the Mass. AFL-CIO the Council answered by setting up a meeting with the two Senators.

He also spoke on meeting with Representatives of the IAFF and UFCW regarding affiliation with the Council and that International Pres. of the National Assoc. of Letter Carriers, Vincent Sombrotto, has by letter, contacted each NALC in Massachusetts urging participation and affiliation with the Mass. AFL-CIO and that daily new NALC Local Unions are contacting the Council.

As a result of a request by the Officers of Local 2222, IBEW, President Osborn reported setting up a meeting with Sec. of Labor Paul Eustace and Representatives from the Department of Employment and Training relative to the unemployment issue for the striking NYNEX workers and that Sec./Treas. Haynes had also participated in the meeting. He noted DET felt the ruling on unemployment for these strikers was going to be complex and that they were still working on the eligibility question and the decision would be forthcoming. Pres. Osborn noted that he and Sec./Treas. Haynes contacted DET continuously for a decision to be rendered. He reported the Mass. AFL-CIO was a major role player in the unemployment issue for striking NYNEX workers.

The President reported attending a rally for NYNEX strikers in Marlboro and of being well received due to the fact that the unemployment issue had been decided and the employees were aware of it. He noted is was an old fashioned labor rally, well

attended and impressive. He also noted V.P. LeBlanc was a supporter and participant.

President Osborn reported on the happenings at the Greater Boston Central Labor Council Breakfast on Labor Day. He congratulated GBCLC President Farmer and Sec./Treas. Joyce on its grassroots format instead of the traditional agenda. He commented on the attendance, the video/labor history/labor display exhibit which followed the breakfast which was sponsored by the GBCLC and the Mass. AFL-CIO and that it was enjoyed by all who attended. He noted oral histories were presented by Albert Flake of the Pullman Porters Union and Jim Bollen on the Colonial Meat Packing House strike. He also noted that he, as keynote speaker at the breakfast was very well received.

President Osborn reported on the continuing meetings of the Public Employee Unions Coalition (both affiliates and non-afl-cio-affiliated unions), that each organization had committed to put up money for the petition drive and at the present time it would cost \$75,000 for the initial petition drive and that the Council and the PE Organizations were working closely with the Tax Equity Alliance of Massachusetts (TEAM) in this endeavor.

He noted attending the Frontlash Awards Dinner, and thanked members of the Council for their participation and sponsorship of the awards night on behalf of Frontlash Director, Steve Sullivan, who coordinated the event. He reported V.P. Devlin of the MFT, James Mulloney of IBEW, Local 1505 and Joseph Quilty from the Ironworkers were recipients of the Frontlash awards and that this event raised \$8,000 after paying off everything which will insure the continuation of the program. He noted Director Sullivan should be commended for his handling of the event.

The President reported on attending the Labor Breakfast of the Pioneer Valley Central Labor Council in Springfield prior to participating in the Council's Labor of Love Walkathon in Boston.

President Osborn reported on the Labor of Love Walkathon, the 6.2 mile walkathon held in Boston and that approximately \$25,000 was raised in pledges, the shelters that were the recipients of the money are delighted and excited and that the money would be forthcoming to them. He noted Herman Brown took ill during the walk but was reported to be alright now. He noted it was an enjoyable day and that Labor received great media coverage on this great event.

The President noted the Council had received nation-wide publicity in the latest issue of the AFL-CIO's publication, State Ties which announced the establishment of a Worker's Memorial Day in the Commonwealth.

Pres. Osborn attended a dedication ceremony of City Years along with GBCLC Sec./Treas. Joyce and Members of the Building Trades

Unions. He further explained the City Years project involves hundreds of youngsters from Boston neighborhoods going to work cleaning the City, etc. for one year. He noted the Wolff Co. had given the space for the Program, the Building Trades Unions provided the personpower to renovate and restore the warehouse that would be used to accommodate the Project. He commended all involved for their support and volunteer time.

President Osborn reported on a meeting held with AFL-CIO Director of Community Services Joe Valesquez and Bricklayers International President John Joyce and Earle Bengtson, Labor Liaison, regarding the Housing Now rally and march in Washington, D.C. He noted that Brother Bengtson is handling the efforts of the Mass. AFL-CIO in this endeavor in making it succeed. The President reported October 7 is the date for the march and rally and suggested as many local unions participate as possible and that trains are available at \$115.00 round trip and buses at \$50.00 round trip and suggested anyone interested should contact Brother Bengtson at the Mass. AFL-CIO.

The President advised of being contacted by Robert Spinney, Chair of the Mass. AFL-CIO Health and Safety Committee with a request for the Committee to set a new agenda with new goals and that this Committee wants to expand and do more. Also, that if any legislation concerning health and safety issued be reviewed for input purposes by the Committee. He noted it was a very active committee and that it needed more committee members and the President suggested Local Union Health and Safety Committees join with the Mass. AFL-CIO Health and Safety Committee and that the Committee will be involved as requested in Health and Safety Legislative efforts.

On the Worker's Compensation Advisory Council, the President noted that he, Exec. V.P. Farmer, V.P. Ferris and V.P. Mahar have been participating at advisory council meetings and noted that worker's comp. is better off now than it was in the past but the case load and backlog is still overwhelming and that word around is that at meetings serious business is going on; still the problem is there is more claims than every before, up from 250 a week to 700+ weekly and that they were trying to make adjustments to meet the needs. He noted that the reserve funds were beginning to dry up.

The President further reported on attending a lively meeting of the GBCLC to discuss the Mass. AFL-CIO Food bank, Housing Now, etc.; of a meeting with a Representative of the Children's Caucus; meeting of a cross-section of Unions representing employees of the Hynes Convention Center to discuss jurisdictional, work, employment issues at the Hynes. Ten unions participated and shared information and insight and discussed mutual and individual union situations at the Hynes. He noted future meetings of these unions is anticipated. The President

spoke about meetings regarding the JTPA Program and potential budgetary cuts in this area and noted ISP has not had cuts like those happening in other agencies. He noted future meetings will be held to discuss the EOL/Mass.AFL-CIO/DWP/JTPA programs.

President Osborn reported on being the Breakfast Speaker at the State Archives Lecture series at the Kennedy Library and that he felt he brought a strong labor message and that the Council and its representatives would continue to keep pounding away to public with the messages of Organized Labor. He also reported on a meeting with Leg. Dir. Foley and IUE, District 2 President P. DiCicco relative to Blue-Cross/Blue-Shield and the question of self-insurers. He also noted meeting with Lou Kanegson from Histadrut regarding his leaving due to a restructuring and his request of the Council relative to his seeking new employment.

The President reported on a letter he had written to the Council's law firm relative to Attorney Wendy Bittner being denied a promotion at the firm and/or the question of whether it was a promotion or whether she was going through the proper structure in the firm. He noted he had invited members of the law firm to attend the Council meeting. He noted this was a controversy within the law firm and that the Council retains that firm and that this was the third time a woman was turned down for a promotion. He noted that the Council had no right to enter into the business of the firm but felt the Council has a right and an obligation to find out what is going on and that it seems people of a certain gender don't get promoted. He noted Attorney Bittner had worked with the Council during the Worker's Comp. reform efforts and had done a great job. He also noted that he was contacted by one of the Council officers who cautioned not to be used in this situation. The President reported on this situation so that the members of the Executive Board who be aware of it.

MMS to accept the Report of the President. So voted.

At this time President Osborn read a listing of Committee Chairpersons for the upcoming Council Convention and reported that under the Constitution these appointments have to be accepted by the Council Members. He also noted that he had a copy for review by the Vice Presidents of all appointments made to the Committees.

MMS to accept the appointments of the Committee Chairs and Members as read and as written. So voted.

V.P. Mills advised the meeting that she would not be in attendance the first day of the Convention.

Pres. Osborn read a letter sent to the editor of the Globe commenting on a recent article on Steve Tocco from ABC relative to his departure and comments he made during the interview

stating erroneous information on his career at ABC during the Prevailing Wage Campaign. President Osborn read the letter to the Council Members.

President Osborn also commented on recent newspaper articles on Judge Cortland Mathers and his comments likening street gangs to members of labor unions. He also reported on writing to the Governor on Judge Mathers and on the letter he in turn received from the Governor regarding Mathers. Pres. Osborn read the letters to the Council members.

SECRETARY-TREASURER'S REPORT:

Secretary-Treasurer Haynes presented the August Financial Report of the Massachusetts AFL-CIO and answered questions relative to it. He also noted he had just received the Auditor's Report, ending June 30, 1989 and that he would have it available for the next meeting.

He reported on the Department of Employment and Training Grant and the Drug and Substance Abuse Grant which are paying for the services of John Laughlin and Consultant Rich Slein and also for conference, telephones, etc.

On affiliations, the Secretary-Treasurer reported on the IAFF drive and on the success of the NALC and Postal Workers affiliation efforts. He noted the Council was attempting to become more efficient in its computer, word processing operations.

Sec./Treas. Haynes reported on receiving the final report on the expenses of the Gompers, Murray, Meany Educational Institute which was held in May.

Question was raised as to an update on the affiliation of the Teamsters. The Secretary-Treasurer reported that at present the situation was unchanged and that the Council has had dealings with various Teamster Locals and had developed a good relationship with them but no affiliation to date. He noted that one Teamster Local had donated presentation boards to be used by the Mass. AFL-CIO during its Labor Day Activities at the Park Plaza. He noted that as Secretary-Treasurer he was attempting to work with individual Teamster Local's in improving the Council's relationship with the Teamsters. He also noted that Gen. President McCarthy does not see affiliating with the AFL-CIO in Massachusetts a priority.

At this time V.P. Ferris inquired of the Sec./Treas. whether the Council was paying its New England Telephone Bill.

The Sec./Treas. advised the Council that only the AT & T bill was

being paid. Pres. Osborn asked for clarification from V.P. Ferris as to there being a set policy on non-payment of telephone bills for residential customers and business customers.

V.P. Ferris advised that both residential and business phone service customers would each be sent a shut off notice for non-payment. On residential service, the phone company will work with the residential customer arranging for the residential customer to pay only a minimum required payment. Residential customers could also call the phone company to make credit arrangements for paying a minimum payment on the outstanding bill.

V.P. Cardinal suggested informing New England Telephone that the Mass. AFL-CIO is not receiving per capita from the striking IBEW/CWA locals so therefore can't pay the telephone bill.

V.P. LeBlanc advised the Council members that if a business phone customer does not pay their bill, an interest charge will be added on; and that no interest is added to the bill of the residential customer.

At this time, President Osborn reported on V.P. LeBlanc holding a Central Labor Council Legislative Breakfast which was very successful and well attended and wanted the Council to be aware that any CLC that had a revenue shortfall the Council COPE would be of assistance to it, as was done for V.P. LeBlanc for his CLC Breakfast. The President noted that this would be done only upon request and after each request is duly considered.

Sec./Treas. Haynes reported he was in the process of working with the Center for Applied Technology (CAT) to do work with the computer systems of the Mass. AFL-CIO office. He noted Charles Richardson, from CAT would be addressing the Council meeting shortly.

The Sec./Treas. reported on meetings with the Massachusetts Job Council along with V.P. Mills and Exec. V.P. Faherty and noted discussions came to a closure regarding one-tenth of one per cent operating budget being used for re-training purposes; and further reported that in health care the bills have not been paid for retraining.

Sec./Treas. Haynes commented on attending the dedication ceremonies of the St. Ambrose Shelter under the Archdiocese of Boston and reported, that in this instance, the area community understands Labor supports and is involved in such efforts. He also noted this shelter would be one of the recipients of the proceeds from the Walkathon.

He further advised attending the Greater Boston Central Labor Council Labor Day Breakfast; speaking at the Worcester Central Labor Council Labor Day Breakfast; attending the Lawrence CLC -

Bread and Roses theme - Labor Day activities; Fall River CLC (Heritage Park) Labor Day activities; being on a radio talk show on Labor Day in Fall River and of attending the Pioneer Valley Central Labor Council Labor Breakfast in Springfield.

MMS to accept the Report of the Secretary-Treasurer. So voted.

EDUCATION REPORT:

Secretary-Treasurer Haynes reported on meetings with the Secretary of State regarding the Labor History Project of the State Archives; that one of the outstanding issues is the question of what should be included in the Exhibit; tentative date is February 1, 1990 for Exhibition to open at the Archives and at that time it will also be prepared to travel throughout the Commonwealth for display. He noted one of the centerpieces will be the Textile industry struggles and history evolving around 1912 in Lawrence, Lowell, Worcester, Chicopee and Holyoke and that they were presently involved in trying to bring the issues of the early 1900's into line with the the issues of today's society.

He reported that Secretary of State Connolly has been very supportive in this project.

On the Mass. AFL-CIO Scholarship Program, the Education Director reported the scholarship fund is up to \$143,000 and urged continuing participation and support by the Council members.

The Director reported Harvey Freidman, of the U-Mass. Labor Center is retiring after 25 years and that the Labor Center budget was being cut 29% due to the position of the University that such a Labor Center and its programs was not central to the mission of the University.

Sec./Treas. Haynes also advised that SEIU, Local 509 has an organizing drive at U-Mass Amherst which would effect approximately 2,000.

He further spoke on meetings with President Osborn relative to the Apprenticeship Programs of the Building Trades Unions and possible budgetary cuts effecting the programs in the Northeast and that meetings with Senator Kennedy were being planned to address this problem. He also advised that programs that are very important to Labor seem to be taking the biggest budgetary cuts and felt that Labor is being treated as second class citizens when it comes to budget cuts; these cuts coming from areas which we have supported in the past.

At this time V.P. Devlin spoke to the Council members regarding the Frontlash Awards banquet and expressed appreciation for being honored at that event and congratulated Steve Sullivan on his efforts on behalf of Frontlash in Massachusetts. He further

advised the Vice Presidents that the Gr. Boston Central Labor Council and the Mass. Federation of Teachers would be sending out communications to local union members on the election for school committee members in Chelsea. He requested the Council members support the endorsed candidates and respond with assistance. He noted that by electing pro-teacher candidates to the School Committee in Chelsea it would help to preserve the rights of the collective bargaining process for the MFT members in the Chelsea vs. Boston University takeover situation. He further requested the members of the Council to send letters of support for these candidates in Chelsea.

MMS to accept the Report of the Education Director. So voted.

President Osborn reported on meeting with Commissioner of Labor and Industries, James Snow and Council Leg. Director Foley relative to budget cuts in Labor and Industries. He noted this agency overlooks and enforces the labor laws involving working men and women in this Commonwealth and advised it has taken big cuts, has been circled and now back again with anticipated additional cuts. He noted meetings will be held to discuss this situation and that he will request a meeting with Administration and Finance Secretary Lashman to discuss these cuts in L. & I. He further noted that because Labor has been friendly, it seems that now Labor is taking bigger hits than others. He added that Labor and Industries will not be able to function with these cuts and that there would be lots of problems.

Pres. Osborn referred to the Report of the Executive Officers as printed and spoke on amending that report by adding a request by the Korean War Veterans raising money for a Memorial. He suggested purchasing two tickets.

MMS to add the purchase of two tickets for the Korean War Veterans Memorial to the Exec. Officers Report and to accept the Executive Officers Report as amended and printed. So voted.

At this time, V.P. Mills, reported to the Council meeting on her position as a member of the Task Force on Fiscal Management of the Commonwealth. She noted it is chaired by Republican W. Crosier; others participating on the Task Force include two State Legislators, 15 Business representatives and 1 Hispanic from the non-profit area. She reported the Task Force was not looking for short term economic plans - but long range ones. She further brought to the attention of the Council that there was a separate sub-committee of the Task Force that she is participating in and that its subject matter pertains primarily to issues that would be affecting the Building Trades Unions; capital expenditures, office buildings, real estate, public works projects and the central artery project. V.P. Mills advised the Council that she will be called upon to comment on these issues but felt she needed additional input from the Council and the Building Trades

Unions. She further stated she will be running all pertinent information by all concerned and interested parties and wanted to update the Council Members on what she was experiencing being a member of the Task Force.

At this time, President Osborn and Secretary-Treasurer Haynes introduced Charles Richardson from the University of Lowell to address the Council on the Center of Applied Technology grant.

Mr. Richardson passed out information of the programs and the plan and spoke on the assistance that is available to Local Unions through the CAT.

He gave a brief history of his labor background and his present position at U-Lowell. He reported that the purpose of the grant from CAT was to establish a Manufacturing Resource Center and that the Mass. AFL-CIO was a co-grantee and that the purpose of the program is to deal with the fact that new technology is effecting all sectors of employment and will have effects on the members we represent; union jurisdictions, job changes, safety, training, wages, etc.

Mr. Richardson noted this program would provide training, technical support, and familiarity with computer sciences. Also would be used in assisting local unions regarding automation; helping to provide information for contract negotiations; in reorganizations due to computerization, and in helping union members and organizations deal with changes in technology.

Pres. Osborn thanked Mr. Richardson and advised the Council Members of CAT's involvement with RWDSU and Charlie Colby at Pneumatic Scale in Cambridge; with the assistance provided this company is running with a full unionized work force that adapted to the change in technology in their work involvement.

Sec./Treas. Haynes noted CAT is also experiencing budget cuts and suggested the Vice Presidents take advantage of the programs and assistance CAT could provide to their membership.

REPORT OF THE LEGISLATIVE DIRECTOR:

Director Foley reported to the Vice Presidents that the Legislature had not met since July; are now back on the Hill and that the House came back on September 11 and stayed in session for three hours; the following day the House met for less than 1/2 hour. He advised the Senate had not met to date. He further stated everyone is fixed on the budget crisis of the Commonwealth. Presently, the budget is out of whack by 300 million dollars, no one knows what to do; that there was no support for taxes by either the Legislature or by the public. He noted that even the Legislators that were favoring an increase in

taxes were now changing their position due to increased pressure from their constituents and that they are currently talking in favor of cuts. He felt the Legislature would be meeting for one day per week.

Director Foley reported that the Child Labor Law legislation which would increase fines would be coming out shortly; on the drug testing legislation he advised of meetings with AIM where the language is being worked on. He noted he felt there would be a bill out on drug testing but did not expect passage this session. He also suggested that next year there would be a problem with workers compensation rates and that business wants an increase and its up 40-60 this year and that the reserve funds are nearly depleted instead of being increased.

On Legislation regarding 911, Director Foley noted the bill was out of the Senate, and is an issue the Council would be deeply involved in.

He further reported there were 34 referenda filled, but didn't feel the signatures for each could be obtained.

Also, he noted that Associated Industries of Massachusetts had laid off 20% of its staff and that 90,000 industrial manufacturing jobs have been lost and that Massachusetts has lost more manufacturing jobs than any other state. He also noted that AIM has increased the number of employer organizations even though the amount of employees have dropped.

Discussion took place regarding the drug testing issue and the matter of safety sensitive jobs.

Discussion took place on the European Economy and of many U.S. businesses moving there with suggestions of putting together a listing of companies that are moving their businesses into the European theatre and whereby getting tax breaks and that this money could be used for re-training, etc.

V.P. LeBlanc thanked the Legislative Director for attending the CLC breakfast.

Further discussion on economies in Ireland, the World Bank, NYNEX.

At this time, V.P. Mills advised the Council of the initiative petition of the Public Employee Coalition in its attempts to address the revenue question and that services have to be reinforced and that everyone has to be reminded that there is no free lunch and that everyone feels government is bloated and no one is talking taxes and that revenues are not growing by 5% and that is the percentage people say public employees should be getting. She further requested an additional meeting of the

Council to discuss these issues more thoroughly.

President Osborn noted that the efforts of the Public Employee Coalition had to be done from the inside out and that the Public employees will be discouraged at first and it will have to be built upon as time goes on. He further suggested being more militant, more aggressive and must demand our rights.

MMS to accept the report of the Legislative Director. So voted.

President Osborn reported everyone is looking for assistance from the Massachusetts AFL-CIO and he felt he was getting mixed reading from one group.

He proposed to bring stability in assisting striking unions, the establishment of a Food Bank Reserve, by the Council, where food would be distributed to striking families via the United Way Community Service Representatives; he urged the support and assistance of the V.P.'s in this endeavor to establish a permanent food bank.

V.P. Giro Cardinal announced the Convention of Union Label which will be held at the Boston Park Plaza Hotel, beginning October 3 and urged participation by the Vice Presidents and requested any contributions to Union Label would be greatly appreciated.

At this time, V.P. Joyce thanked the Council for its assistance in the Labor Day Breakfast activities.

Pres. Osborn notified the Council meeting that Local 12 - Plumbers - had volunteered to make and then to store large bulletin board materials to be used by the Council and any local unions that could use them, for the purposes of displaying union materials, posters, etc.

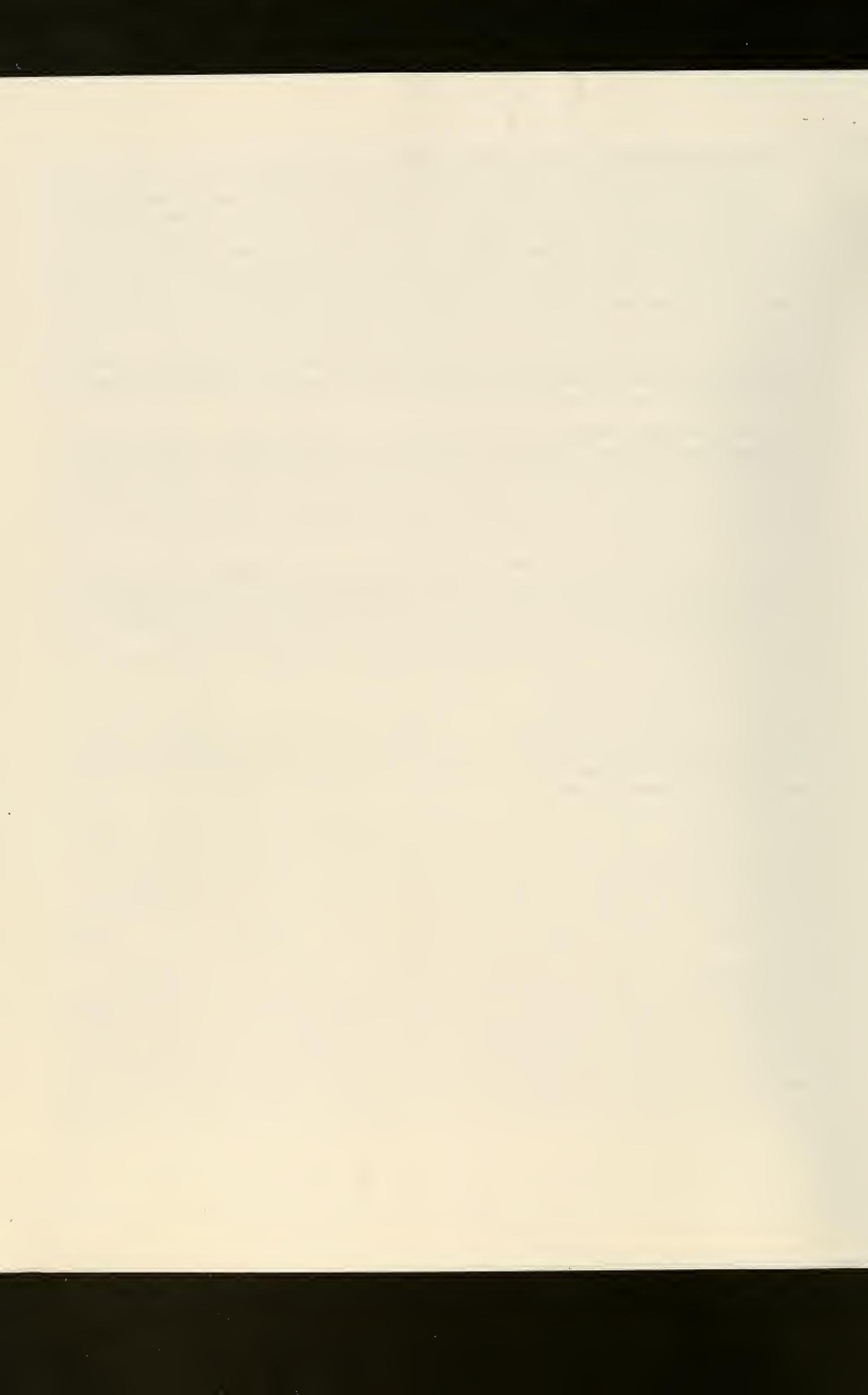
At this time, V.P. Phinney advised the Council of the possibility of a picket being set up at the new Filenes store in the Kingston/Plymouth area and requested the assistance of the Mass. AFL-CIO affiliates to honor it if it does in fact go up. He further explained that through previous actions such as picketing and through support of the affiliates and through handouts and mailings previous disputes with Filenes were overcome.

Pres. Osborn advised the Mass. AFL-CIO will aid the UFCW if needed, and meet with the CLC's and Building Trades, if needed on this issue.

MMS to refer the communications to the Exec. Officers. So voted.

MMS to adjourn. So voted

ROLL CALL



AGENDA

MASSACHUSETTS AFL-CIO
EXECUTIVE COUNCIL MEETING
AUGUST 21, 1989
Park Plaza, Boston, MA

PRESIDENT'S REPORT
SECRETARY/TREASURER'S REPORT
DEPARTMENT REPORTS:

COPE & LEGISLATION REPORT
EDUCATION REPORT

COMMUNICATIONS

Card from John Bartley to Pres. Osborn thanking him for his continued support.

From Frank Myers to Pres. Osborn congratulating him on his great Labor Day Speech.

From Peter Gwyn, Mass. Shipbuilders Corp. to Pres. Osborn regarding the Quincy Shipyard.

From Joan Parker, CLUW to Pres. Osborn and Sec./Treas. Haynes supporting and participating in the Labor of Love Walkathon.

Copy of a letter from Edward O'Neill to Boston Edison Company for contributions for the Annual Union Label Display.

From Giro J. Cardinal, Union Label & Services Trades Council to Pres. Osborn inviting him to attend and address the 35 Annual Convention of the Union Label and Service Trades Council.

From Pres. Lane Kirkland to all State Fed., etc. to send letters to affiliates supporting "Housing Now!".

From Jim Shaw to Pres. Osborn thanking him for support and help in his quest to be appointed to the Middlesex County Commission.

From Maura Lynch, Spaulding Rehabilitation Hosp. to Pres. Osborn re: meeting on Thurs., Sept. 14 - agenda attached.

From Kathleen McPherson, Mayor Flynn's scheduler to Pres. Osborn thanking him for invitation for the 32nd Annual Convention - will let us know if he can attend.

From T. Scotland, Reg. Coord., Human Resources Development Institute asking that at the constitutional convention consideration be made to endorse the activities of the HRDI in the State.

Copy of a letter to Commissioner Pressman, Dept. of Industrial Accidents from Stevens Day regarding language in Chapter 152.

From Warren Pepicelli, ILGWU to Pres. Osborn asking for endorsement of John Buonomo for Mayor of Somerville at the next COPE meeting.

Health Care For All - general membership meeting on Sept. 14.

From Mayor Flynn for involvement in the Boston Youth Campaign.

Memo from Norman Hill, APRI to State Pres. etc. re: telephone and mine workers strike.

From James French, D.E.T. to Pres. Osborn informing him that the D.E.T. has granted the AFL/CIO a \$60,000 grant for technical assistance to Mass. Regional Emp. Boards.

From Joe Valasquez, Dept. of Community Services, AFL/CIO to State Federations asking for the same courtesies and cooperation to the national community services team as given to community liaisons of the AFL/CIO Dept. of Community Services.

Memo from Greg Hessel to Housing Now endorsers regarding vigil and send-off for the 500 mile walk for Housing Now.

From Robert Yablonski, Interagency Council on the Homeless to Pres. Osborn supporting the Walkathon.

Copy of a letter to Rep. Chester Atkins from Anthony Romano, Local 589 ATU re: proposal to eliminate Binding Arbitration for M.B.T.A. employees.

From Tom Costin, Lyn Pride, Inc. re: two further excursions planned for the month of August on the "Pride of Lyn".

From John Kelly, OPEIU International Union regarding settlement and a new three year contract with the City of Hope.

Copy of letter to Sec. Elizabeth Dole from James Grande, IUOE asking for support and intervention in the matter of apprenticeship training and the issue of funding for related instruction classes and formally registered programs.

Copy of a letter from Stephen Sousa, Pres. United Labor Council of Gr. Fall River to Nancy L'Heureux, Pres. Somerset Teachers Assoc. regarding their desire not to continue membership in the United Labor Council of Gr. Fall River.

Copy of a letter from Peter J. Aucella, Lowell Historic Preservation Commission to David Cunningham regarding payment for work done by the Kamber Group under Cunningham's direction.

From Chet Atkins - Labor Day

From Morton Bahr, Pres. to Pres. Osborn - greetings to members for most successful convention.

New England Labor News & Commentary

From Joseph Quilty, Ironworkers to Pres. Osborn thanking him for the honor bestowed on him at the Frontlash dinner.

From Frank Emspak to Pres. Osborn regarding two topics 1) article that Greg Watson wants for his magazine about sustainable economics and 2) CAT's efforts to assist the AFL/CIO to use its computers in a more efficient way.

From Tara Rendon, Sec. of States Office to Pres. Osborn thanking him for accepting invitation to speak at the Archives Morning Lecture Series.

Copy of memo: from Paul Eustace to Giro Cardinal - follow up to Happy Green's memo - 9/7/89 asking him to identify a written plan on how DWP is going to live within its FY 90 budget.

FINANCIAL REPORT

AUGUST 1989

<u>GENERAL FUND</u>	<u>CREDITS</u>	<u>DEBITS</u>
Balance 8/1/89	117,121.96	
Receipts - P/C	59,780.95	
Receipts - Food Bank	700.00	
Receipts - AFL/CIO for Mtg - Lenox Hotel	1,400.00	
Receipts - M. Roberts Health Ins.	3,420.80	
Receipts - Credentials	3,900.00	
Receipts - Reimb. from A.Osborn	200.00	
Expense money from N.Y. Mtg.		
Disbursements		96,276.72
Balance	90,246.99	

Per Capita received on 170,802 members

Disbursements

1.	Rent	2,500.00
2.	Electricity	112.74
3.	Telephone - AT&T	356.91
4.	Auto Lease	1,386.28
5.	Auto Exp.	94.50
6.	Auto Ins.	521.00
7.	Health Ins.	986.06
8.	Dental Ins.	145.54
9.	Life & Disability Ins.	950.66
10.	Computer	283.45
11.	Payroll	22,955.34
12.	Credit Union	3,110.68
13.	Fed. & FICA W/T	13,428.63
14.	Mass. W/T	1,759.14
15.	COPE - .02¢ P/C - July	5,433.72
16.	American Express	961.64
17.	Retainer	500.00
18.	Printing	2,171.40
19.	Postage	2,000.00
20.	Eastern Food Bank	2,150.00
21.	Pension	1,222.00
22.	Misc.	658.00
23.	Office Supplies & Exp.	291.59
24.	Subscriptions	308.00
25.	Lenox Hotel	1,387.20
26.	Frontlash Outing	1,366.05
27.	Messenger	25.60
28.	Frontlash	865.32
29.	Martilla & Kiley Polling	1,181.00
30.	Tickets & Donations	2,419.00
31.	Meeting Expense	1,448.83
32.	Consulting Fees	205.00
33.	Public Emp. Luncheon	653.10
34.	93 Travel - Gompers	9,450.94
35.	Camera	298.25
36.	Money Market Acct.	12,389.15
37.	Petty Cash	300.00

COPE ACCOUNT

Balance 8/1/89	22,880.76
Receipts - .02¢ P/C	5,433.72
Receipts - Leg. Directories	22.50
Interest	126.74
Disbursements	
Balance	28,429.24

CREDITSDEBITSDisbursements

1. Supplies	34.48
-------------	-------

ASSETS

U.S. Trust Money Market	63,491.37
Israël Bond	1,000.00
Dept. of Labor	400.00
Petty Cash	300.00

	65,191.37

EXECUTIVE OFFICERS MEETING
AUGUST 17, 1989

Present: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P.s Lydon, and Faherty

Absent: Exec. V.P. Farmer (ub)

MMS to purchase 10 tickets (one table) for Director John Flynn's retirement party. So voted.

MMS to suspend the Transport Workers' per capita payments until their strike is over. So voted.

MMS to encourage financial support for Eastern flight attendants. So voted.

MMS to send a letter endorsing United Way campaign. So voted.

MMS to purchase 1/2 page ad (\$99) in the Southie News like last year. So voted.

MMS to contribute \$125 to Bread & Roses. So voted.

Discussion on Farm Workers working with other groups issues.

Met with Giro Cardinal and discussed JTPA Program. Discussion on budget cuts, pay cuts, relationships, program responsibility and activity.

MMS to go forward with proposal to fund COPE list. So voted.

EXECUTIVE OFFICERS MEETING
SEPTEMBER 7, 1989

PRESENT: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P.s Lydon, Faherty and Farmer

MMS to have pres. Osborn attend and address the New Jersey AFL/CIO Legislative Conference. So voted.

MMS to have Pres. Osborn attend one day of the New England Workers Compensation Conference. So voted.

MMS to purchase two tickets for the NAACP's annual awards banquet. So voted.

MMS to purchase two tickets for the retirement party for Tom Sherry. So voted.

MMS to have Sec./Treas. Haynes attend a National Meeting sponsored by Higher/Education Council. So voted.

MMS to have Pres. Osborn attend the Eighteenth Constitutional Convention and Exec. V.P. Faherty as Alternate. So voted.

MMS to purchase an ad in the SMU Ad Book. (past practice) So voted.

MMS to send \$50 to Fall River Central Labor Council for a fundraiser for injured workers. So voted.

MMS to do a mailing for Housing Now. So voted.

MMS to buy tickets to the Mike Grieco Testimonial Dinner - So vote.

The Shifting Gears Conference - Filed.

Request to purchase tickets for an Evening at the Pops with Tip O'Neill - Filed.

MMS to send letters to Rep. Larry Giordano and Rep. Susan Tucker opposing further cutbacks at the request of Sue Marsh, Mass. Coalition for the Homeless. So voted.

MMS publicize in newspaper the fact that the Labor Day breakfast

is not for politicians. So voted.

MMS to have Pres. Osborn have John tell the Choice People that abortion is not a Council issue. So voted.

MMS to send application for membership for International Labor Communications Association, AFL/CIO, CLC. So voted.

Adjourned

Thurs. 9/21 - Exec. Council

See last pg

Plumbers - # 12 Hall

Prayer by Giro Condor

MMS to accept the Minutes of Aug 17 mtg.

OK

Ad - used fire to attack
Ammonium \rightarrow htg. day
of Patriotic show example to delegates

Council is to provide 4 match servers to
affiliates

Frank Lyons = Summer Inst & School
part of gr. certif & Bob. \rightarrow ✓
are not oppd Pol - IAPP etc.
also we \rightarrow to m. on a N.E. line
as a result - School - \rightarrow G - 1 N.E. Council \rightarrow .
 $125-157$ - del. = 11 - E P P N schools
exchange info

I report of R. Ferris - ketone containing
stain sales on saturday. 700 \rightarrow \rightarrow
Nynex + flight attendant
Nynex - Kelly - \rightarrow to J Harrah 19 \rightarrow
 \rightarrow vis. in Eastern, 10/18-19
 \rightarrow \rightarrow = 8 - visitors denied.

60 Don & Paul
or re: efforts, hsg. - wrote
or + made calls to assist
Lobby WK Proc.

Washington Planing 6'

Moses mfgs, - re: ^{non-affil} G cuts + petitions

* AD = Coal = be clarified
or (d..)

Moses dropped out -
P. own petition. . =
no hard feelings - AD - feels
had /, P

P, VP's all / P involved
individuals + bldg. trade -

PE people - on the block - not
cutting meat but an cutting bone.
Spotted - Policos - teacher - sanitators

Mets in - Spotted - no policing,
tax type off to generate

P - 6th Corp. America kids in
petitions 29 * 273 /

several interviews - Diane Sheri

NAGE Ch. 29 Chatel - ^{bought}
Sundays nights ^{time}
at 6pm

Ken Moran - AFT = to elect friendly C
SL. Com.

2 fought & C BU is in there.
Paul Deville. ^{further report}
on electing friend & express
goes on - Entl knows we ^{are}
is on structure ^{are}

World of Oppen - Twin beds
at proj. & L & C P 27

we are leader in field
locals C to participate &
send C to training.

C out solicitation to offer.
need money Council put in money.

FRCLC = re: Labor w/w friends = upheld battle
to get replacement = they are anti-union
hopefully a C to free C spot.

hat'l AFL-CIO .

Int. c Kennedy & Kerr
c Pilots - etc.

Kennedy & / resolved to file
- Kilhead called - do so (8:25)

IAFF + UFCW - off. blys.

Soriano P. & q, 2nd -

2222 - requested 6' DET + Eustace
on? of rely on unemployment sub;

2022, DET.. Complex case = ?'s
to be answered $\int_{\text{not elig.}}^{\text{not elig.}}$

BH. = called or -

Count major role player.
Hyper calls in mailbox.

were then a bent

Labr. by Belfast - congratulated Joyce + Sam
grammat ^{format} instead of ~~satiation~~
& exhibit.

UFCW a fullman.

oral history

AV - Keynote. - great response

PE Coal - 6' on culture base
putting up money $75,000$ for Ret
- along TEAM drive

Frontline - on behalf of SS / 2
Paul Revere
Mulligan
Quigley

Raised \$,000 & 6. off duty.
SS. should be commended.

PROCC - thru to walkathon
blvd.

Kenna Brown. - took ill.

\$25,000 in pledges.

Shelter were excited = but I need more yet.

good coverage.

State Trees - publicity on Wk. hen-day.

City year dedication -
hundreds of neighborhoods - to wk
Dys. in neighborhood.

Wolff Co. gave free space
Bldg. trades vol. time & effort

Hsg. Now - Jack Joyce & Valerie
A to make it succeed
Carle in charge.

Oct. 7. as → 6

\$15.00 train.
\$0.00 bus -

We Info - Cee Earle - 67th

gently - reach out to send &

Health + Safety Com = ✓ → gender
want to do more
active Com. { to →
loc. go out to join our & Co.

w/c A. C.

new term, so. - former

say if we were to overrule --
word is going or senior { is n. or,
it's - in claim process }
250 wk to 700 + wk. - 10% adjust

GBCC - half endowment by

Children Cancer : {

Hynes Com. Ctr 10 Nat Univeris
problem generation, many
we will part, complex {

cluster, different groups
whole people, etc.

or - { (87)

TTPA - it's { cuts, ISP
more not supplying other groups.
more { (87)

Archies - lecture series -
bright strong Labor message
me) kept pounds away to public.
from message.

<https://> Pete D re: sex message

Lon Kanyon - s, help --
radiant 6.6 - he is
looking for work.

Lamfun - Wendy Better now as
PWC Repro efforts - was
denied a promotion
? s of was it a promotion
or no

6 posters - ~~not~~ I voted
Controversy inside fm.
I have fm - 3rd time women
was turned down for promotion

no chance on Datty's part
lead fm I oppose that we are not by
need.

G. letter to the fin. no right
to enter their business

E. v. gender not present.
me) a right & obly. to do what
say or

MMS - OK - Pres.

Ad - Com. for Conv.
to be approved President
adjusts Constitution to get ^{apprtd} apptd.
6 apptd. 15 days.

Gen. Chas:
read = named - chairs -
→ printed.

Mills can't be there for her
Com. mtgs.

MMS to accept
Pres. le. so

AD - Steve Tocco leaving ABC -
articles pay 7% own
accomplished goals.

DO wrote to letter to editor
read letter -

Also, = read letter on Judge Cattell +
Mathes.

Sec/Treas. -

Aug. Financial Report.

Just received Financial Audit report
6-30-89

→ 2 next mtgs.

DET grant. - Pay for John.

NM + Alch grant \$5.00 per phone
Coy.

Consultant.

letter from Postal Workers IAFF
we obtain success

No 1 efficient in operations.

Just received money for chopp.

? states v. Teletex?

Bush has
had been dealing with

Plaza Teletex - donated
materials for Lab Day.

Good relationships - & Ross McCatty
does not / recently
feels to join.

Not his priority
try to improve our relationships
with locals.

Ferris - on present of phone bill.
which part (. paid).

Bush - my. ATT being paid.

ATT - is there a set policy - or
phone Co. different for residential consumer
vs. business phone

Ferris - sent off notice -
even business. -

ATT: Ferris - tel Co. who wrote you.

In ~~process~~ managing
min. payments - (collig. &
+ mth. credit management).

Gros - tel h. e. Tel me we are not
getting PC so we can't pay.

LeBlanc business ^{admitted} - don't pay will be
no on residential ^{unrested} ^{offer}

AD - on COPE report CCC are had up for
Mervine - LeBlanc put on breakfst -
was successful - to COPE we helped him
when repeated & to ^{out} Somers report.

Bob - in process CAT to do wh
with Corp. in office.

Charlie Richardson will speak

Man JTB Consultg & hills
case to closure &

N:
 $\frac{1}{10}$ of 1% oper. g used
for no-training -
bill has \rightarrow I paid

St Ambrose shelter - dedication =
Community understands we support Peppat
now with money

Lafley - Boston - & go on to
Wac then to Lawrence.

Other group - break & more.

Hertze Park - labor day events.
on Radio show - re: on poster
picnic breakfast.

MMS - Sat Treas,
OK

Edic. Report

Sign on:

Wkgs. & Sc. of Stat re:

Labority.

Project

3 L. Lt, r. pair
together

Archies.

? what not to include

2-1-90 - open at Archies
then prepare to travel
around state.

Textiles 1912 - Lower Lowell wce. Chic
try to do issues of 1912 with issue by
Health Co.
Women's issues
Health benefit
Connelly has been terrific etc.

schools fund up to .143 over now
byed participation.

Home Frendr retur. = 25 yrs.

Labor Ch - U-Man cut 29%
due to: Not Central to mission of the Univ.

U-Man Campus 509 by 19 2,000 +
Av & Bob re: opportunity
city ⁱⁿ ho. Eat
stg b' & Kennedy.,
Even 77 7 L. =

our program P. byggs its.
second class citizens & it has
to byggs cuts.

Paul ~~Chase~~ for fronted away
X & congrat. Steve
on Children:

& ~ CCC & MFT
Send. Care
We hope you respond
to support them = Our Candidates
to preserve C B rights

will be rec. letter & registered to
MMS & ^{inter. lets} Educ. Report. = 50 Vol.

AD - not effective → Snow + MVF
& overlooks labor laws
high cut, cracked & cut
we → to help a ♀
→ 6 P. 6 of Lashua.

→ C has to friendly or P
not (Upper Int P.M.) → lots more
lots of problems

AD on Exec offices. memo.
also spec request

Korean War Vets

we helped Vet wa Vets, right

KWV = 10 tickets

\$0 each

Exec off. - we by ②
out of 10.

On Exec. Offices Rec.

MMS noted

Mills = is on Fiscal Impact Task Force -

headed by Rep. - Chan Cross
2 State legs -
1 no profit other (Space)
15 - business.

not short term economic issue.

Looking long term.

Pleased with direction.

1 area - she feels less than
adequate

now, said:
will talk
to. few

Com. on Capital Expenditures

y et.

real estate
clearly focusing on Public works

Central artery, etc.

PS. Is the
separate
PUB. Com.
of Task force not on that Com.
has y comment on it.

has y doesn't know what impact on
jobs, employer, taxes,
etc.

seeks direction from
of Commt.

VPS

Winter report out yet
will have info by interested pg.

people on:
sub com - property right types
will keep everyone informed.

Charlie Richardson
U-Lowell
long history of dental unionism
grant from CAT
test. Manuf-resource Cts.
Deeply involved in stdy of phys.
we are a Co-grantee

CR - resource at this
gen. dental or dental
Tech & WK. Program - U-Ln

to deal w/ (or P) the Tech is useful
all persons.

A tech -) effect on members.
- gives property - health - training -

of course - - - it does not
provide, jaws, etc.
provide training
tech. support

getting external comp. support
+ people who understand what
unions are to and what

meon problem.

9 L m. o Charlie Colby.

Passed out literature

if locas need help.

Ad - right before negotiations
Charlie program could help.

Ad - spoke to Charlie Colby about
+ wh. partic. & changes

~~Bob~~ CAT -- taken budget hit
thanked Charlie for helping our mbs.

MVF.

re: legis. = 1st & July

H. - case of 9-11

settled in 3 hrs.

next day → less P 1/2

S = not in

2 is fixed in { case =

budget 30 million out of check-right now

no one knows what to do

no support for taxes

either legis. or public.

legi P wanted taxes - due to pressure from
constituents - no talking cuts

back on Monday -

& ① day a sit.

Our bills
1/3rd ready.

Child & money firs - on way out

drug testing = we'll be on board AIM

MUF
expect a bill on drug testing
but don't expect pass this session.
next year. = serious problem
work. Comp.

~~40-50% by~~
~~40-60%~~ business
work increase

should be massive leap.
Comp back on table

Depleted Reserve funds
Should of increased - didn't

→ attempt ? how serious

9/11 - bill out of
Senate.
Could be on
issue we're

referendum / I approved.

~ ^{34 referendum}
that signatures will be gathered

AIM - lay off of 20% of
90,000 industrial
manuf jobs lost

increased # of employers org.
but # of employees have dropped.

Now lost more manufacturing jobs than
any other state.

Average wkl
wage has gone up 8.6% -

even though jobs (lost
+ Contracts making only 5%
so someone is making money.
~~hopefully next no~~

Bob. - What case ~~we~~ lost my Cont
on Drug test.

Safety
proactive
jobs

Aeronautical Commission
Government.

Case were - bunch ^{personal} paying jobs
Random drug testing. Safe &
No one wants to pay "is OK." sensitive
for testing job.

GIRD - = on European Economy
business → there from
here ?

we've got a lot of problems
of Greeks on taxes, etc.

if used for training,

Ad. Joe Faherty & IUD should be montly.
US investments + imports
are up.

MUF = Europe is going up for
years ahead.

LeBlanc - thanked MUF for legis. Beatty at
Finn. = Am. Co. are in
Europe by P9 of them now
1/1 in 1992

Thailand
Singapore 1988
Ireland
/ but to see people come here
but labor is cheaper.
Services are the trend.

→ market opens up.
has to be made thin (Europe) to see less
not made here + sent there.

MVF 60 days later - 400 + now
in next mi filad.

Thomas - go to go of World Bank.
like hatinly economies,

AV - give name of person for Dot to
talk to,

Hills - Agree no one is tally taxes. -
everyone thinks = gover. is blotted.
Revenues are not going by 5%
+ 5% is sign that is what
people should be getting.

services have to be reinforced +
planned no free lunch.

PE Coal. is support ~~initiative~~ to
try to address revenue question



Report to the full Bd. to discuss
these issues.

~~AD~~, we wanted (P&D)

AD - Inside out..

PE y discouraged at first
has to be built up.
start there - then
m to next
we helped some Legis. get elected.
are now, 6,000 for Layoff.

there are pro-people

AV - more militant : more aggressive
Demand on rights

MVF Report

OK MMS.

AD. - everyone look for help.
getting mixed ready for I
appeal to build Food Bank Reserve
food to be distributed
to Com service nps.
urged response & help
on Food Bank
Rebuild Food Bank.

GIRD - Union Lab. Serv. was
Stabro Council
10-4- Conv,
Park Plaza,
+ Show reported
as going to
Cathedral
towards
"Show"
Joyce
thanked. re: Labor Council
thanked
AFI - Ad staff.

AD - Local 12 = bonds being
made.

Phenney

UFCW - Kingston - Plymouth
new Falcons stores.
strong Rumble P - To picket
Report from UFCW offer
to honor if this
happens.

like Hononee 'in' post.

match +
handout = was accepted.

AD - will aid if needed &

CLC - Bldg trials
etc.

If needed

~~Find Health
of Soft letter~~

~~May will - re: Com
well not
be there
pt of Com.~~

Committees APPROVED - WES

AO - Report since last mtg.

Graduation - Frank ~~Myers~~^{Lyons} - School - CPE

CWA - Retirees Outing - Andover.

Nynex - March to John Hancock ~~WENT~~^{WAS}

Domenic B. + Paul Lanni - Re: AFFORDABk
DSq.

Gov. Proclamation Re: LABOR WEEK

WALKathon Planning Mtg, meas
mtg. with Paul Donahue + John Gatti
Re: Moses petition ~~Moses Dropped~~

Interview - Diane Stearns - WBZ

Mass Cops mtg.

Mike Greco - CWA - Testimonial

FIRST Trade Union - Golf Reception

Kim MORAN - AFT - DIR. OF Field Services
~~Chairs~~

World of Difference - Robin Leeds

Fall River CLC with Earle ~~Edson~~^{Edson}

Sen. Kerry - with Machinist - ALPA - FIT, ATT

Mtg. with Bob + UFCWU - Paul DuFour
AFFILIATION Meeting

Mtg. with Reps. - BOB MORRISON.
ED FITZPATRICK - 2222
with Eustace + DET - Re: —

Peter Arnold - re: Peter Arnold Assoc.
P.R.
~~1505 Union Mtg.~~

~~LABOR DAY BREAKFAST~~

LABOR DAY - Video + LABOR History
DISPLAY

Mtg. = Ted Kennedy - Hyannis. Machinists
ALPA Flight att.

Public Employee Coalition

Mtg. = Jim Braude ← MDNY

Interview - Neighborhood Network News
T.V.

UAW - Conf. - CAFE

Frontlash Awards Dinner

~~Pioneer Valley~~ - LABOR BREAKFAST

Housing Now - Mtg. - Earle - Joe Valesquez
Housing Now (For 10-7)

City Year dedication - Lonnie Tanner
with Joe Joyce

↗ Pass motion

> Health + Safety Committee mtg.
w/c Advisory Council mtg.

Sen Ted Alexio

Gn. Boston CLC

children's Caucus - Margaret Blood

2325 - ^{Hot Rel/12} John Runkal - mtg. (union)

mtg. with IAFF BoB McCarthy
_{IAFF, Boston}

Mtg. Re: Hynes Conv. Ctr.
_{Coalition}

~~mtg.~~ = Ken Lyons

mtg. Re: JTPA with Giro - Problems

Ken Lyons TV. Interview

Archives Lecture Series - Breakfast
_{Speaker}

Jim Braude / Robin Leeds

mtg. with P. DiCicco + M. Foley Re: BC/BS

mtg with Lou Kanegson - Needs Help

HOUSING NOW

LEAVE BOSTON FRI.

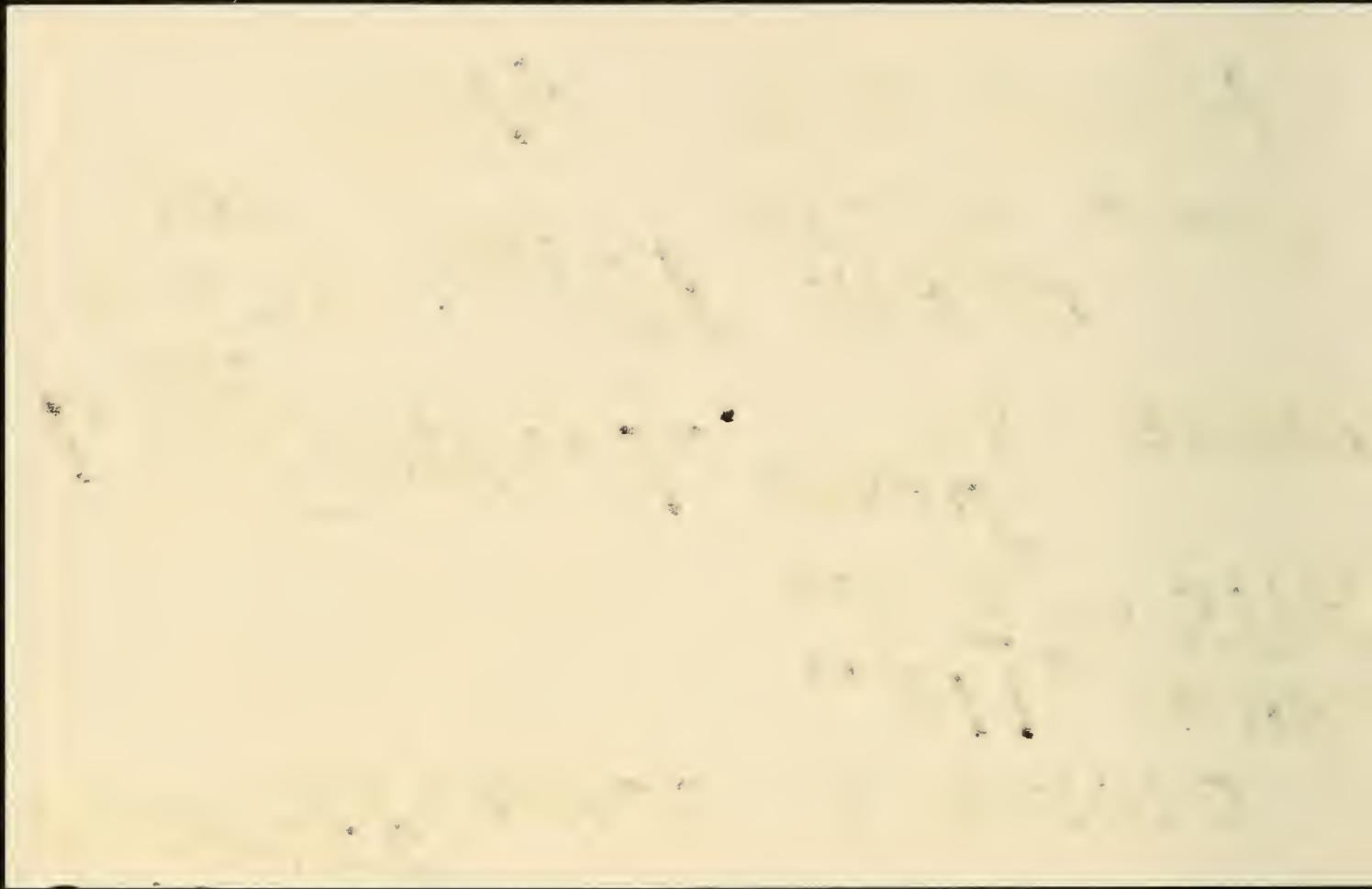
APPROX 10 PM. OCT-6

ARRIVE D.C. APPROX 7^{SAT} 30 AM. OCT-7

BUS = * 50⁰⁰

TRAIN * 115⁰⁰

CONTACT STATE FED 227-8260





MASSACHUSETTS / AFL-CIO

Voice of Organized Labor 400,000 Strong

50

TO: MASSACHUSETTS AFL-CIO EXECUTIVE COUNCIL MEMBERS

Dear Brothers and Sisters:

This is to advise you that the next meeting of the Executive Council has been scheduled for:

DATE: TUESDAY, OCTOBER 3, 1989

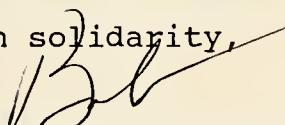
TIME: 2:00 P.M.

PLACE: BOSTON PARK PLAZA HOTEL
ARLINGTON ROOM

Following the meeting the Council Reception and Dinner will be held in the Berkeley/Clarendon Room beginning at 5:00 P.M.

Also, during the Thirty-Second Annual Constitutional Convention at the Park Plaza, October 4 - 6, 1989, as a Member of our Executive Council we invite you to be a Head Table guest at the Thursday evening Banquet. Please R.S.V.P. to Ann at (617) 227-8260.

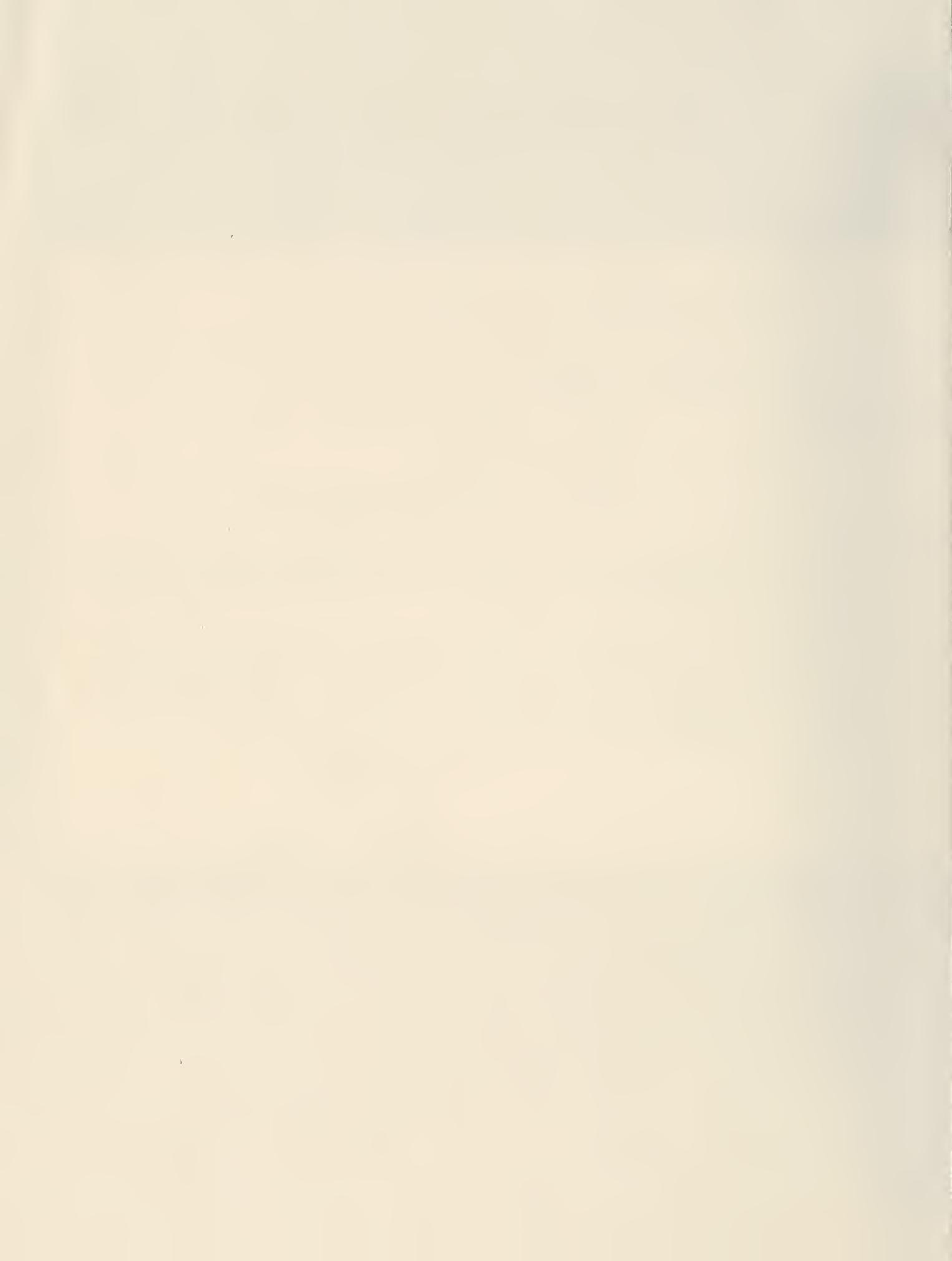
In solidarity,


ROBERT J. HAYNES
SECRETARY-TREASURER

P.S. - The Minutes of the September 21st Council Meeting will be forthcoming.

opeiu-6
afl-cio

MASSACHUSETTS / AFL-CIO



Exec. Council Mtg - Thurs - 9/21



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

20 — yes

12 — NO

7- up in air
either problem Mackay
or after calls - they
did not get back to
me.

1 phone out of order

Called #2 day of mtg - not coming.

PRESIDENT
ARTHUR R. OSBORN

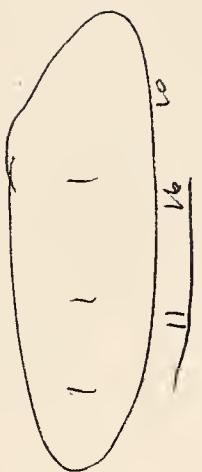
EXECUTIVE VICE PRESIDENTS

✓ JOSEPH M. LYDON UB
✓ JOSEPH C. FAHERTY UB
✓ JAMES FARMER UB

SECRETARY-TREASURER
ROBERT J. HAYNES

VICE PRESIDENTS

✓ RICHARD ABDOW left message
RONALD ALMAN left message
EDWARD F. BURKE JR. on vacation leave
ARTHUR BUTLER on vacation leave
✓ GIRO J. CARDINAL out
LINDA R. CHIGAS out
✓ THOMAS CHIRILLO out
✓ JANET CIEJKA UB CONV
EDWARD W. COLLINS JR. left message
JOHN P. CONLEY cannot reach
JOSEPH A. DART cannot reach due to order
NICHOLAS DIMITROPOLOS left message
CHARLES DeROSA left message
PAUL L. DEVLIN left message
JACK DONEGAN out
RONALD A. FERRIS left message
WILLIAM J. FOLEY out of town
WILLIAM F. IRVIN out of town
JOSEPH W. JOYCE left message
THOMAS P. KERR left message
DONALD J. LEAHY left message
DICK LeBLANC left message
KEVIN MAHAR left message
CHARLES McDEVITT due back 9/21 from Florida
NANCY MILLS left message
A. MICHAEL MULLANE left message
HERBERT OLLIVIERRE UB CONV
JOHN PHINNEY left message
SYNTHIA RODRIQUES out
TONY ROMANO CONV
JOHN F. SIMMONS left message
DOROTHY THOMAS left message
CHARLES E. THOMPSON out of State
BARNEY WALSH UB
MANNY WILLIAMS UB





MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

50

September 14, 1989

PRESIDENT

ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS

JOSEPH M. LYDON
JOSEPH C. FAHERTY
JAMES FARMER

SECRETARY-TREASURER

ROBERT J. HAYNES

VICE PRESIDENTS

RICHARD ABDOW
RONALD ALMAN
EDWARD F. BURKE JR.
ARTHUR BUTLER
GIRO J. CARDINAL
LINDA R. CHIGAS
THOMAS CHIRILLO
JANET CIEJKO
EDWARD W. COLLINS JR.
JOHN P. CONLEY
JOSEPH A. DART
NICHOLAS DIMITROPOULIS
CHARLES DeROSA
PAUL L. DEVLIN
JACK DONEGAN
RONALD A. FERRIS
WILLIAM J. FOLEY
WILLIAM F. IRVIN
JOSEPH W. JOYCE
THOMAS P. KERR
DONALD J. LEAHY
DICK LeBLANC
KEVIN MAHAR
CHARLES McDEVITT
NANCY MILLS
A. MICHAEL MULLANE
HERBERT OLLIVIERRE
JOHN PHINNEY
CYNTHIA RODRIQUES
TONY ROMANO
JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

TO THE EDITOR:

Associated Builders and Contractors (ABC) boss, Steve Tocco's goodbye, in a September 14th Boston Globe story, was characteristic of his career - filled with misinformation and fabrications.

The ABC was and remains a far right conservative republican organization committed to reducing working families wages. I read with fascination Steve Tocco's assertion that the goals of the ABC had been met in Massachusetts.

Since 1981, the ABC repeatedly lost every legislative attempt at their "priority" goal of repealing the state's Prevailing Wage Law. In 1986, with Tocco's leadership, the ABC hired Greg Hyatt and failed in an expensive and embarrassing attempt to put repeal on the ballot. In 1988 the ABC lost 58% to 42% (not the 7% reported in the Globe) in their second try at prevailing wage repeal - Question #2. The campaign, with Tocco as manager finished \$300,000 in debt while failing to ride on its so-called "tax cut" agenda.

That is a record of accomplishment few would boast of.

Organized Labor, in fact all working people, will miss Steve Tocco as a foe - it is not often we are guaranteed a win.

Arthur R. Osborn, President
Massachusetts AFL-CIO

MASSACHUSETTS / AFL-CIO

BUSINESS

Deaths 66.67

Wage-law foe Tocco quitting builder group

By Frank Phillips
Globe State House Bureau

Stephen P. Tocco, a leader in the bitter struggle to repeal the state's prevailing wage law, is resigning as the executive vice president of the Associated Builders and Contractors of Massachusetts.

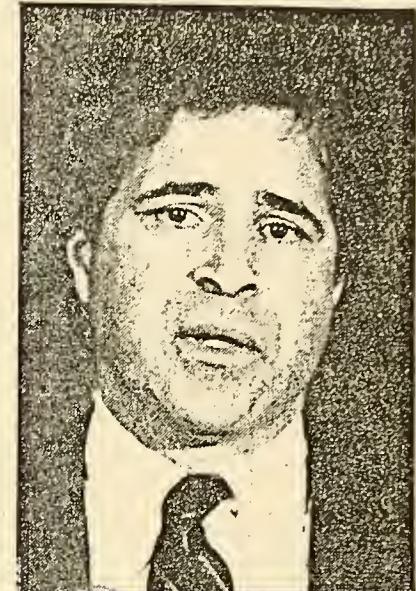
Tocco, who plans to end his nine-year association with the contractors group by Dec. 31, said he plans to launch a Boston Issues management and consulting firm, which will be called The Tocco Group.

"It's time for me to move on. The challenges I've set down for this organization have been met," the 43-year-old Tocco said. "I've always wanted to manage issues for clients and this is a good opportunity."

Robert L. Mabardy, ABC's Massachusetts president, praised Tocco's performance and credited him with making the Bay State group "the best overall chapter in the nation."

Tocco, for instance, created a training institute for the construction institute, developed a drug and alcohol program for the industry and more than doubled the membership to 750 from 340 — making the local chapter the largest in the nation.

But Tocco's tenure with ABC was also marked by the Burlington-based organization's controversial attempts to repeal the 75-year-old prevailing wage law, which requires municipalities to pay a union-scale wage for public works projects. The issue came to a head last year in a bitter referendum campaign in which the state labor organizations heavily outspent ABC and defeated the repeal proposal at the ballot box in November by 7 percentage points.



STEPHEN P. TOCCO
"Time to move on"

dum campaign in which the state labor organizations heavily outspent ABC and defeated the repeal proposal at the ballot box in November by 7 percentage points.

TOCCO, Page 57

Prevailing wage-law foe quitting contractors group

■ TOCCO

Continued from Page 55

Tocco said he is proud of ABC's efforts to do away with the law and said the current fiscal problems that municipalities are facing highlight the need for the statute's repeal.

"With the budget problems now going on, I think they wish they had it [the repeal] right now," Tocco said. "That campaign was the first time a business organization tried to take an issue to the public. Over a million people voted to repeal the law. The issue won't die. It'll come back."

The battle over the prevailing

wage law also embroiled Tocco in one of the most bizarre developments in the state's recent political history. Tocco hired Greg Hyatt to head up a signature drive for the referendum but later fired him because he said Hyatt displayed strange behavior, including appearing naked in his office.

The charges emerged when Hyatt later tried to run for governor. Hyatt denied Tocco's claims and has filed a multimillion-dollar law suit against ABC. But the incident became a major issue in the 1986 Republican gubernatorial campaign.



ROLL CALL 9-21-89

MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

PRESIDENT

P ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS

JOSEPH M. LYDON ✓B
JOSEPH C. FAHERTY ✓B
JAMES FARMER ✓B

SECRETARY-TREASURER

P ROBERT J. HAYNES

VICE PRESIDENTS

P RICHARD ABDOW
RONALD ALMAN
P EDWARD F. BURKE JR.
ARTHUR BUTLER
P GIRO J. CARDINAL
LINDA R. CHIGAS
P THOMAS CHIRILLO
JANET CIEJKA
P EDWARD W. COLLINS JR.
JOHN P. CONLEY
JOSEPH A. DART
P NICHOLAS DIMITROPOLIS
P CHARLES DeROSA
P PAUL L. DEVLIN
P JACK DONEGAN
P RONALD A. FERRIS
WILLIAM J. FOLEY
WILLIAM F. IRVIN
P JOSEPH W. JOYCE
P THOMAS P. KERR
P DONALD J. LEAHY
P DICK LeBLANC
P KEVIN MAHAR
CHARLES McDEVITT
P NANCY MILLS
A. MICHAEL MULLANE
HERBERT OLLIVIERRE
P JOHN PHINNEY
CYNTHIA RODRIQUES
TONY ROMANO
P JOHN F. SIMMONS
P DOROTHY THOMAS
CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

MASSACHUSETTS / AFL-CIO

8 BEACON STREET

BOSTON, MA 02108

TELEPHONE 617 / 227-8260

FAX 617 / 227-2010

***** Scale

Issues for a Changing Technology

A Preliminary Discussion of Issues

by

The Technology and Work Program

November 22, 1988

I. Conclusions and Recommendations

Due to the skill base of the ***** workforce, the concerned action of the union, and the apparent willingness of the company to listen and respond, there is a real opportunity at ***** Scale to introduce new technologies which will enhance the viability and competitiveness of the company while maintaining and upgrading conditions for the workers.

In order to ensure good results, we suggest that the union consider the following actions:

A. Membership Involvement

A formal or informal poll of members to find out what their major concerns are in relation to new technologies.

Educational sessions for the membership on new technologies in general.

B. Information From the Company

The union needs full information from the company, including goals in introducing new technology, market situation, company cost and sales information, strategies considered, etc.

C. Analysis of Goals in the Context of Membership Needs

By putting together the information from the membership and from the company, the union can formulate an approach to the negotiations as well as figure out what additional information is needed and how to get it.

How the Technology and Work Program Can Help

The Technology and Work Program can provide assistance in at least the following four areas:

- 1) Development of training
- 2) Development and implementation of membership poll
- 3) Issue analysis on an ongoing basis
- 4) Provision of technical support/ access to labor sensitive engineers, trainers, programmers and other experts.

II. Background and Problem Definition

The ***** Scale Company is a producer of semi-custom packaging equipment. Their production process is based on skilled labor at all stages and involves all aspects of machine production, including casting, sheetmetal work, metal fabrication, machining and assembly. The company has a wide variety of metalworking equipment, with many machines currently serving very limited purposes. In addition, the capital stock is quite old, with some machines dating as far back as the late 1930's. The company does have some contemporary CNC equipment such as a lathe with full graphics and operator programming capabilities.

The company is facing increasing competition and must both cut costs and improve quality and turnaround if it is to maintain its market share and remain viable. Several issues have been identified as key to success for the company:

- 1) Old machines which have limited capabilities and are reaching, or have surpassed, the end of their useful lives must be replaced in order to ensure quality and to improve efficiency.
- 2) Work in Progress (WIP) and stocks must be reduced. \$2.5 million worth of excess stocks have been identified and are being used up or eliminated.
- 3) Work process flow must be improved. One example of this is the fact that work must often move from section to section and back again in for all operations to be performed.
- 4) New skills must be integrated into the work process such as electronics in assembly and in maintenance.
- 5) Planning and scheduling must be improved in order to cut lead times.
- 6) The design process must be improved in order to cut overhead while allowing for continuous improvement and increased customization.

These issues, if acted upon, will clearly have major impact on the organization of ***** and therefore will greatly effect the workforce. In order to be sure that the effects on the workforce are positive, the union must play an active role in the decision-making process. The particular approach finally applied to each of the above issues will determine how the workforce is impacted and only the union can ensure that the appropriate approach is taken. Some of the potential impacts, and the choices associated with them, are as follows:

1) New Machinery

The type of machinery chosen, and particularly the control systems employed, can severely limit the role that the workforce can play. For example, some machines have better shop-floor programming capabilities than others. Machines without shop-floor programming capability force a separation of decision-making from the actual

production process and as a result, tend to remove much of the skill from the production workforce. Thus, choosing the wrong machine can limit both the flexibility of the process and the role of machining skill. This can in turn have a negative affect on the unions's ability to bargain in other areas, as a result of the transfer of skills outside the bargaining unit.

2) WIP and Stock Reduction

While it is relatively easy, although time-consuming, to go through current stock and cut out the excess, establishing a system to prevent the buildup of stock and WIP on an ongoing basis is more difficult. Any system will directly effect the jobs of stockroom workers and transporters, and impact on anyone who uses material out of the stockroom. Just In Time systems, which are often used to cut stock and WIP, can be a form of speedup. Decision-making about stock and transport can be placed in the computer, leaving the individual worker with little control over the pace or arrangement of their work.

3) Process Flow

While it does not make sense to move work around more than necessary, the type of system or layout which is developed can have major effects on the work environment and process. For example, transporting of work from one area or one machine to another may be a form of break time for particular workers. The elimination of this activity through work process re-design could result in a speed-up for those workers. Or transport jobs might be eliminated.

Another issue of process flow is that in production processes such as the one at ***** there are often unrecognized but important communication paths which could be destroyed by a change in work flow. While it is up to the company to provide new modes of communication, it is important for the union to recognize that changes in the communication paths could lead to more control by management and less informal interaction amongst union members.

4) New Skills

The introduction of new skills into the workforce or work process can disrupt many relationships between management and workers and within the workforce which have been developed over many years. Questions must be asked such as will the current workers be trained in the new skills or are new people to be brought in? If new people are brought in, what are the plans for integrating them into the workforce? The company, on the other hand, could choose to contract out for specialized services. This can have a negative affect on the skills inherent in the workforce and thus, again, on the ability of the workforce to bargain.

5) Planning and Scheduling

Currently, much of the planning and scheduling is done by the skilled workforce.

Many computer systems have been designed to handle scheduling and planning, but the role of the workforce within these systems can be very different. In some systems, control is placed either in the system itself or in management's hands through the system. On the other hand, systems can be designed as Decision Support Systems to help the workforce do their job while leaving control in the hands of those who best know the job. Under a new system, will control be removed from the workforce and placed in management's or a computer's hands? If not, how will the computer system be designed to utilize the experience and skill which resides in the workforce?

6) Design

The impact of CAD systems on the relationship between the engineering staff and the production workforce must be evaluated. This relationship is often not great to begin with and any system which might further separate the designers from the production force should be carefully evaluated.

The questions and choices that I have raised are by no means meant to be a complete list. They are only meant to give a sense of the way that bargaining issues can be built into and affected by the purchase and implementation of new production systems.

III. Issues for the Union

The union has a goal of protecting and improving conditions for the workforce while accepting that achieving a higher degree of competitiveness is important to that goal. The union must therefore pay close attention the workforce issues which arise in the course of change. On the one hand, new technology can help provide new work which will help to maintain jobs and improve conditions. For example, parts work continues to be a major section of *****'s business. This is in jeopardy however due to the excessive (from the customer's point of view) lead times. CNC technology and improved work flow can be used to regain much of this work, and very probably thereby increase the number of orders for new equipment.

On the other hand, new technology can be used to monitor workers, simplify work and displace workers. It could in fact be used to simplify procedures in a way which, rather than developing and enhancing in-house capacity, is used to increase contracting out to job shops or niche producers. Thus the unions must pay attention to all the issues which define the direction of technological employment. Among the issues which are readily identifiable are:

1) Job Descriptions

- What will the new job descriptions be?
- What is the process for writing them?
- What work will be inside the bargaining unit?
- How will the transition be made from the old to the new?

2) Training

What training will be provided?
For how long?
Will cross-training be mandatory?
What will the incentive be to re-train?
Who decides what training is needed?

A special issue under the heading of training is What kind of training will be offered to those with no computer experience, particularly the older employees? The older employees at ***** represent a major source of skill and knowledge which the company cannot afford to lose. These people in particular might be fearful of the effects of change, fearful that they will not be able to succeed under a new system. It seems that the union must seek training for these people which recognizes their particular barriers to change and sets as a goal helping them and retaining them and their experience.

3) Seniority

How will the creation of new categories affect seniority?
How will cross-training affect seniority?
How will senior workers who have difficulty adapting be protected?

4) Pay

How will pay be increased to reflect the new skills and abilities?
How will the earnings of piece workers be protected?

5) Work Standards

How will work standards be set in the new processes?

6) Health and Safety

What new chemicals might be used?
What about the stress resulting from change?
What about stress relating to the new processes?
Are repetitive motion injuries a danger?

7) Definition of the Bargaining Unit

What new categories will be in the unit?
CAD operators?
Programmers?
Computer operators?

8) Effect on current jobs

What will be the effects on jobs which remain outwardly the same?

For example, if much of the machining is done on new equipment, how will that impact the work done by those who remain on the old equipment?

9) Control/Decision Making

Where will decision-making reside?

For example, how much control over programming and operation will be left in the hands of the machinists?

IV. Union Strategies

The following is a list of strategies which we have identified as important to the process of negotiating with the company on technological change. The union may of course choose which ones are appropriate and there are probably other strategies which will emerge as we learn more about the company's plans.

1) Membership Involvement

If the union is to negotiate its way through the major changes which the company is suggesting, it needs to have both a good sense of its own goals and the general confidence of the membership, based on communication and understanding. I would suggest a two pronged process.

First it is necessary to poll the membership to determine what the most important issues are for them. This can be done either formally or through informal discussions with shop stewards, etc.

Second, the membership must be informed of the company's plans and of the specifics of the technology which is being discussed.

2) Full Information from Company

In order to take part in the process of change, the unions needs full information from the company. Questions include: What steps has the company taken so far? What is the financial situation of the company and the market? How are costs assessed and determined currently? What plans has the company already made?

Particular information on the goals which the company is pursuing is extremely important. Only by getting the company to specify its goals up front can the union have a way of keeping the company honest when it comes to negotiating specifics. For example, if the stated goal is increasing flexibility in a particular operation, the union has the basis for challenging an approach which focusses on labor saving.

Along the same lines, getting the company to comment on the role of the workforce in the process of change can lay the basis for better protection later.

3) Analysis of Goals in the Context of Membership Need

With information on the company's plans and goals and on the concerns of the membership, the union will be able to analyze the situation and develop a strategy which will promote full involvement and which will maximize the beneficial effects of the changes which will take place. The union will also be able to determine what additional questions need to be asked and how they will be answered.

